



General Assembly

February Session, 2004

Raised Bill No. 5402

LCO No. 1397

01397_____LAB

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

AN ACT PROTECTING SEXUAL HARASSMENT COMPLAINANTS.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Section 46a-70 of the general statutes is repealed and the
2 following is substituted in lieu thereof (*Effective from passage*):

3 (a) State officials and supervisory personnel shall recruit, appoint,
4 assign, train, evaluate and promote state personnel on the basis of
5 merit and qualifications, without regard for race, color, religious creed,
6 sex, marital status, age, national origin, ancestry, mental retardation,
7 mental disability, learning disability or physical disability, including
8 but not limited to, blindness, unless it is shown by such state officials
9 or supervisory personnel that such disability prevents performance of
10 the work involved.

11 (b) All state agencies shall promulgate written directives to carry
12 out this policy and to guarantee equal employment opportunities at all
13 levels of state government. They shall regularly review their personnel
14 practices to assure compliance.

15 (c) All state agencies shall conduct continuing orientation and

16 training programs with emphasis on human relations and
17 nondiscriminatory employment practices.

18 (d) The name and address of a sexual harassment complainant in
19 any sexual harassment investigation conducted by a state agency and
20 any related identifying information shall be confidential and shall be
21 disclosed only upon order of the Superior Court, except the state
22 agency (1) shall disclose the name of the sexual harassment
23 complainant to the accused during the state agency's sexual
24 harassment investigation, and (2) may disclose the name of the sexual
25 harassment complainant to other persons participating in the state
26 agency's sexual harassment investigation. For purposes of this
27 subsection, "state agency" has the same meaning as "public agency" in
28 section 1-200.

29 ~~[(d)]~~ (e) The Commissioner of Administrative Services shall insure
30 that the entire examination process, including qualifications appraisal,
31 is free from bias.

32 ~~[(e)]~~ (f) Appointing authorities shall exercise care to insure
33 utilization of minority group persons.

This act shall take effect as follows:	
Section 1	<i>from passage</i>

Statement of Purpose:

To require a public agency conducting a sexual harassment investigation to keep confidential the name, address and any identifying information of a sexual harassment complainant, except by order of the Superior Court.

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]